December 26th, 1913.

C. C. James Esq., C. M. G.,

144 St George St.,

Toronto

Dear Dr James:

Many thanks for the clipping that you sent me.
The advice given at the end of the article is thoroughly
good.   The pessimist never accomplishes very much,
but perhaps there is a place for them.

I hope that Mrs James is much better, and that you
are no longer worrying about her health.   Accept
thanks for the card which you sent us, and our best wishes
for the Season.

Yours sincerely,

President.

January 30th, 1914

C. C. James, Esq., C.M.G.,

    Toronto.

Dear Mr. James:

        As you are engaged in investigating the causes of the
advance in the cost of living you will perhaps be interested as a member
of the Commission to know the position in which those find themselves
who are dependent on fixed salaries from such an institution as the University
of Toronto.

        In 1892 the scale of salaries for teachers in the University
was fixed as follows:

Fellow	$500
Lecturer	$1000 – $1600
Associate Professor	$1600 – $2500
Professor	$2500 – $3200.

        In 1907 the scale was changed to meet the advance in the cost
of living, and that scale is now in effect.   It is as follows:

Fellow	$600
Lecturer	$1200 – $1600
Assistant Professor	$1600 – $2300
Associate Professor	$2100 – $3000
Professor	$3100 – $3600. A few

Professors get $4000 by reason of length of service or distinction in work.

        You will observe that this increase of scale ranges from
11 to 25% over the former scale.   I may add that mainly on account of the
condition of our finances it has been necessary to abolish the fees which
until 1906 were paid to present members of the staff for conducting the
examinations in their subjects.   This has been a decided reduction in the

C. C. James, Esq., C.M.G.)   2   January 30th, 1914

income of quite a number of our professors and lecturers.   It seems to
me that the man on salary suffers more from the high cost of living than
those whose incomes can be more readily adjusted to changing conditions.

                                    Yours sincerely,

                                    President.